438 Tampere has the highest percentage of industrial
369 workers (25 per cent of the inhabitants), while the district of Kymi heads the list for the rural areas. The largest industrial concerns also are situated in this area, due to the availability of water power as well as the relatively dense population.

Heavily industrialized centers are the three largest cities, Helsinki, Turku and Tampere, with their surroundings. Other centers are the areas around the rivers Kymi, Vuoksi and
[327] Kokemäenjoki. The metal industry is especially
[322] concentrated in the cities, and the wood industry in the river areas because of the available transportation facilities. In the last few years great progress has been made in the industrialization of Lappland, where the greatest resources of the country's water power are to be found, and

329 The greatest increase of employment in
464 recent years has been in the metal industry, due to the war reparations which had to be delivered principally in the form of machines, ships, loco-
466 motives, etc. After World War II production and working capacity showed a serious decline and, to help matters, Factory Committees were established, consisting of representatives of the employer, the workers and the staff. A Factory Committee forms a kind of advisory body dealing with questions relating to the economy and output of the industry, labor conditions, the effective use of fuel and raw materials, and proper marketing of the products. It also strives to promote the professional skill of the laborers and serves as arbitrator in labor disputes.

433 The gross value of the output by the various industrial groups in 1949 ranked as follows: